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POLICY CONCERNING

Additional Pay for Various Types of Hazardous Duty

1. There will be established a CIA Hazardous Duty Board which will be responsible to the DCI through the DD/P. The board will be composed of three representatives, one each to be designated by DD/P, AD (Personnel) and the Comptroller. A representative of General Counsel's Office will sit with the board as legal advisor without vote. The board will continuously review all aspects of hazardous-duty pay making recommendations thereon to appropriate authorities. Such review will include recommendations to the DCI concerning areas which he will designate as hostile. The board will establish and continuously review adequate administrative procedures which will assure proper qualification and certification of employees eligible to receive extra pay under the various categories of hazardous duty.
2. Certain hazardous-duty categories provided for by law have been eliminated from those listed below on the premise that position classification and determination of pay scales have already taken into consideration the hazards involved. In such a category is a civilian airplane pilot whose pay scale is based on his acceptance of ordinary flight hazards.
3. The categories of hazardous duty under which staff employees and staff agents shall be eligible to receive additional pay are listed below.
 - a. Individuals who are pilots, crew members or passengers who participate in aerial flight over areas which have been designated as hostile by the DCI shall receive extra compensation of \$50 for each trip. However, such pilots or crew members of aircraft or gliders shall not receive extra pay for performing pilot or crew duties, as such, over areas not so designated.
 - b. Individuals who enter areas which have been designated as hostile by the DCI, by any means of transportation such as by air, by marine operations or by border crossing, and remain 7 days or less, shall receive extra compensation of \$50 for each trip.
 - c. Individuals who have been certified for jump training or who are jump instructors shall receive extra compensation for hazardous duty at the rate of \$100 per 28-day pay period in accordance with the policy which authorizes extra hazardous-duty pay of \$100 per month for officers of the uniformed forces, subject

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g. Submarine duty shall not be compensated for by hazardous-duty pay nor shall hazardous-duty pay be made to employees during their training in submarine-escape techniques. However, when they enter hostile areas, designated as such by the DCI, as crew members or passengers on submarines, they shall receive additional pay for this duty under terms of paragraph 3.b. or 3.e. above.

4. Individuals shall receive extra pay on the basis of any combination of the above categories, except that in no case shall the total extra pay for hazardous duty during a 28-day pay period exceed 50 per cent of base pay.

5. Personnel on active service with the Armed Forces who are assigned or detailed to CIA will be eligible for hazardous duty pay in accordance with paragraphs 3 and 4 above provided, however, that:

a. In categories c and d of paragraph 3, additional pay shall be computed in accordance with the laws and regulations pertaining to the parent service of the individual, and,

b. No payments will be made where the individual is receiving incentive pay for hazardous duty from the individual's parent service.

Approved:

Director of Central Intelligence

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